

ODOT prepared for soaring transit use

Ridership on all forms of transit increased dramatically during the summer of '79 (see story, page seven), as lines formed at pumps and gas prices eased over the dollar-a-gallon benchmark.

In many ways, it was a replay of the 1973-74 energy crisis: an intense awareness of how dependent most of us are on individual vehicles to transport us to work, play, and most everywhere else.

But there are differences between the first energy shock of 1973-74 and this

second one, says Public Transit Division Administrator Dennis Moore.

Moore says that during the intervening years, transit systems have methodically bolstered services and added equipment. Some systems in operation today didn't even exist five years ago.

So, even as the pump lines vanished in 1974, and most people renewed their pursuit of large cars, campers and higher speeds, Moore and his staff were preparing for the next shock they were certain would come.

When the crunch came in May, heralded by anguished cries from gas-short California, many Oregonians were able to switch quickly to buses purchased with the aid of the Public Transit Division.

The division has helped Portland's Tri-Met acquire 100 buses, the Lane Transit District in Eugene acquire 25, the Rogue Valley Transportation District in Medford acquire seven, and the Roseburg system acquire two buses.

In addition, Public Transit has helped purchase about 50 buses and vans for

some 30 non-profit transit corporations around the state, and is currently processing Salem's Cherriot bus system request for 20 more vehicles.

It has been a decade since the division was created and Moore was appointed its second administrator in 1970. His low-key style tends to obscure the participation and leadership he has brought to many successful projects.

Among them are the Salem park-and-ride program, which carries 300 state workers to and from the Capitol Mall, and the Salem-Portland commuter club, now boasting about 100 members.

Moore maintains contact with a dozen Oregon intercity bus carriers including Greyhound and Trailways, as well as officials of AMTRAK.

The traditional stand-off relationship between the private carriers and government is blurring, says Moore. He notes that Greyhound is currently seeking subsidies from 15 Oregon counties to maintain service to a number of smaller communities.

See BUILDING, page seven.



Ridership on park-and-ride buses from the Salem Capitol Mall to outlying parking lots has increased, along with

other forms of public transportation. See story, above.

DMV pilot reorganizes manpower

Imagine mailing a title change to the DMV and getting the new one back in a couple of days.

Sound like pie-in-the-sky? It's quite

a ways off, but not impossible, according to four DMV "master minds" who have developed a new way of processing documents that could turn

the entire Document Issue Branch inside-out.

The method, called modular processing (MP), began last month in a pilot unit of 18 employees who handle all the title and registration processing for 16 of the 55 DMV field offices.

No expensive computer system is involved — just reorganized manpower.

Here's how it works: Each module (team of four employees) handles all major stages of document processing for four field offices.

The *status quo* method: The Document Issue Branch (230 employees) is organized like an assembly line complete with carts that carry hundreds of titles and registrations from one section of the large, desk-lined office to another, and another.

Never ending 'rubber bands'

Each section performs one step, such as sorting documents, coding and proof-reading and entering information in the computer.

"This may sound funny, but there's an amazing amount of time wasted just in taking rubber bands on and off the bundles of papers by each section, as each phase is completed," said Dave Brenneman, one of the four study team members. "That's just one example of duplicated effort. In the modular unit, documents stay in one place, rubber

See MP, page five.

Outlook improves Asphalt shortage unique

Oregon is the only state experiencing an asphalt shortage, according to Carroll Keasey, assistant state highway engineer for construction.

Keasey, who attended an annual convention last month with his counterparts from other states, said the nation's supply has been adequate, but Oregon's unique squeeze was brought on by a handful of circumstances: severe winter followed by good summer weather, an accelerated state rehabilitation program, and more paving projects in cities and counties. Most of ODOT's "spot" shortages have occurred in Central Oregon.

The convention was for the American Association of State Highway and Transportation Officials' (AASHTO) Subcommittee on Construction.

"Oregon could fall short by 35,000 tons if we continue at our present construction rate," Keasey said. Two years ago ODOT used 65,000 tons of

AC (asphaltic concrete). This year Keasey expects 75,000 tons to be laid, and next year, 105,000.

"Projects will be added to next year's program if we run short," he added. "This is a temporary problem and should be corrected by next season, because the oil companies will be able to increase allotments."

Companies earmark asphalt amounts for ODOT based on need estimates provided months in advance. "We had good estimates at the time, but didn't anticipate the circumstances, such as the Legislature's bonus to the overlay program," Keasey said.

Serious quality problems

During the AASHTO gathering, however, all states expressed one common concern: The declining quality of asphalt since the 1973 oil embargo.

In Oregon, for instance, the Willamette Highway (ORE 58) near See SULFUR, page two.

Parks hearing set for rules

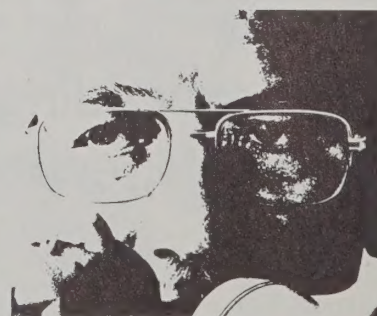
The Parks Division will hold a hearing Sept. 18 at 7 p.m. at the Salem Transportation Building to consider adopting permanent rules affecting park user conduct, reservations, fees, and special activities, such as hunting, in certain parks.

The division is proposing to include state laws within park regulations in order to provide managers with more authority.

"Managers now have little authority in kicking people out when they're doing something illegal," said Steve Johansen, Parks operations planning specialist. "By incorporating statutes into park rules, they'll have that authority."

After the hearing, final adoption will be made by the Transportation Commission.

Inside



- Stress management for Region 1 foremen opens communication, page three.
- Ed Hunter wins AASHTO award, page seven.
- Polymer Concrete coming of age, page three.
- Albany "pansy" crew likes the challenge, page five.
- Park land swaps involve many hands, page four.
- Newell Wilder, senior personnel officer, page eight.

Director's Corner

FRED KLABOE



Neil Goldschmidt, as most of you know, is the new U.S. Secretary of Transportation. I'm excited about the appointment because Neil brings a great deal of knowledge about our transportation problems and needs, not only for the Portland-Metro area, but for the entire state.

I know we can count on him to give us fair and equal treatment, which hasn't always been the case in the past. His appointment is an excellent one.

Remember: conserve

Even though gasoline is now easier to get, we must continue to conserve wherever we can. First, there is a national need to reduce our dependence on foreign oil and thereby reduce the bad effects of sending more American dollars abroad than they send us.

I also believe that political decisions have been, and are being made, that are based purely on our need for keeping good relations with those nations that supply us with over 50 percent of the oil we use.

Secondly, the price of regular gas to us is now \$.76 per gallon and diesel is \$.72 per gallon. Highways alone uses about 4,800,000 gallons a year of gas and diesel which translates into over

\$3,500,000 yearly. So, everyone, please ask yourself if the trip you are taking is *really necessary* before starting. We have got to keep working to reduce this expense or it will eventually impact all programs. I'd hate to get into the position of having to reduce the minimum size crews we now have because we don't do our best to conserve gasoline.

Wrestling with inflation

The past several weeks we have been wrestling with inflation and trying to figure out how it's going to impact us over the next six to eight years. We've solicited views of economists from throughout the country. Some think we are stuck with an 11 to 12 percent inflation rate for the foreseeable future. Others range from a low of five percent (how I hope they are right), up to the 12 percent mentioned earlier.

There is a rough rule of thumb which states that if you divide the inflation rate into 72, you get the number of years it takes for prices to double. At six percent, it takes 12 years and at 12 percent, it takes only six years. Imagine what the future is for us if we remain on a fixed income and the cost of doing business doubles in six years. It would be catastrophic.

After studying all the information available, I have opted for an 8.5 percent rate for our future projections. Let's hope the "feds" meet that mark—or even beat it.

My administrative assistant, Florence Neavoll, has won the State Fair Gerry Frank Chocolate Cake Baking Contest. She won third place two years ago, second place last year, and first place this year. Who says perseverance doesn't pay off? Congratulations, Florence.

Fred Klaboe

Letters to the Editor

To the Editor:

Thank you for clarifying the purpose of the "Oh, Dottie" sketches in VIA. Until the last issue, I had half-convinced myself that these drawings were not intended to be sexually biased. You will forgive my ignorance.

The portrayal of ODOT women as seductively dressed "parts" of the work force whose functions are perplexing to male co-workers reveals, in my estimation, the purpose of Roy Priem's cartoons.

The addition of the hard hat and clip board do nothing to offset the Daisy Mae effect of the dotted blouse, mini skirt and cleavage, except, perhaps, to

53 % exceeding 55 mph speed

Fifty-three percent of Oregon's drivers are exceeding the 55 mph speed limit, according to the Highway Users Federation, a national organization working for safer, more efficient highway transportation.

The average Oregonian drives 55.7 mph. Nationwide, average speeds range from 59 mph in Texas, to 52 mph in Virginia.

The Surface Transportation Act, passed last year by Congress, gradually stiffens the requirements for speed limit compliance. By 1983, states can have no more than 30 percent of motorists exceeding 55 without risking some loss of federal highway funds.

rationalize her presence as a note-taker of mens' activities.

I am not requesting Dottie's removal. I wouldn't want to deprive your male readers of the benefits you, evidently, feel they derive from titillation of their more prurient interests. I am also a strong advocate of a free press and would deny no one the right to freedom of expression, which brings me, at last, to the point of this correspondence.

As 1,300 of 4,500 of ODOT's employees are female, I suggest that women's needs are not being met. As a literate, socially aware unit of the department, I'm sure you will hasten to rectify that situation now that it has been brought to your attention.

Speaking for myself, I would appreciate the chance to chuckle at the cute, little antics of some well-muscled, virile, stripped-to-the-waist young male, preferably clad in close-fitting jeans and perspiring lightly.

You may wish you balance Dottie's obvious Highway affiliation by having our boy (Tod, O!?) appear on duty in various of the other divisions. They could run alternately, with an occasional combined appearance. Roy Priem might find all sorts of delicious situations in which to involve this healthy couple.

I expect no thanks for this, should it be acted upon. My thanks will be the added appreciation and enjoyment of VIA by all workers, male and female.

*Mary L. Miller
Highway Division, Salem*

Editor's note: Oh, Dottie cartoon ideas come from members of the VIA editorial staff, and Roy Priem.

OH, DOTTIE!

By: Roy Priem



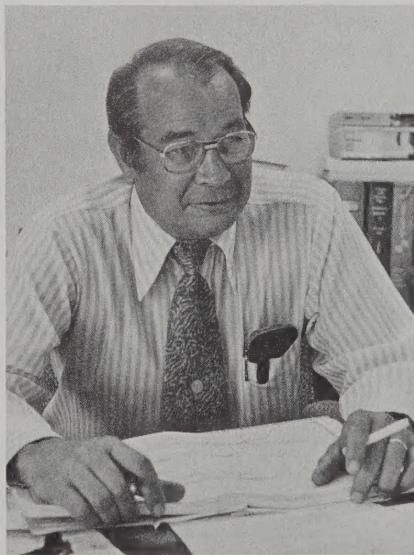
Sulfur shows promise as an asphalt additive

Cont. from page one

Eugene was repaved two years ago, and because of stripping and pitting (premature deterioration), parts were repaved again this summer.

ODOT engineers are currently studying asphalt samples from roads with this type of deterioration.

"We all have problems, and nobody knows the answers," Keasey said. "It's



Carroll Keasey

downright perplexing. The oil companies say the asphalt is meeting our specifications -- and it is -- but maybe we're overlooking some other chemical properties."

Before the '73 embargo, ODOT knew from where its crude asphalt came. "Now, because of shortages, crudes are being mixed together and shipped from one country to another before arriving here. It's possible that some mixes aren't chemically compatible," Keasey said. "There are many questions, and now the oil companies as well as federal

and state agencies, are researching the problem."

If quality continues to decline and prices increase, (in 1973, asphalt was \$30 a ton; now it's about \$90), are there synthetic alternatives?

Synthetic asphalt blends aren't economically feasible yet, Keasey said. Sulfur-asphalt blends show promise, and are being used in other states. From 15 to 30 percent of liquid asphalt used can be replaced with sulfur, Keasey said.

"Oregon has no source, however, so shipping it in would be expensive," Keasey said.

Jim Wilson, assistant materials engineer, began testing sulfur's effect on asphalt paving mixes after visiting a demonstration paving project in Pullman, Wn., last month. Wilson has also attended meetings with the U.S. Department of Energy, paving companies and oil refineries regarding asphalt substitutes.

"We might be interested in doing a demonstration project of our own next year, through the FHWA," he said. "Whether we ever seriously use sulfur will depend on the supply situation."

Safety glasses now available

Safety glasses are now available to employees at a reduced price, according to Ray Stose of the Health and Safety section.

Two Portland companies, Bausch & Lomb and Sanderson Safety Supply Company are the providers. Sanderson bills employees directly, Bausch & Lomb bills employees through ODOT.

Brochures and prescription forms are available at the Safety and Health Section, Salem, 378-2638. Family members are not included.

Stress training opens communication

"It started with one foreman's heart palpitations, and caught on like a steam roller."

Dave Huserik, Region 1 training officer, is referring to recent stress management training held for Region 1 maintenance supervisors. The idea of going through "shrink" counseling was laughed off at first, but has resulted in a new approach to communication, and

more frequent meetings among foremen, district engineers and other region personnel.

Stress management training (coping with responsibility and pressures in a physically and mentally healthy way) has become a popular trend in top management. Comparatively fewer lower-level ODOT supervisors have

taken it.

Region 1 Engineer Ed Hardt took the course, then sent his district engineers. Later, a maintenance supervisor complained to his DE about sleepless nights, anxiety about his job and heart trouble. Hardt asked Huserik to find out if other foremen had similar worries. They did.

"It was my job to sell stress management to the guys," Huserik says. "It wasn't easy. They've been around a long time, and they're skeptical. Many said nothing bothers them -- nothing that an occasional beer couldn't handle. So I told them how the course helped me, and they started warming up."

Thirty supervisors attended courses by Salem trainer Roy Silvey. Asked to rate jobs in terms of percent of total stress in their lives, most foremen rated job stress at 55 percent. Over 90 percent rated the course as "highly relevant or 'very useful.'"

Floyd Stuk, Portland electrical foreman, spends a lot of his "stressful" moments on the phone, gathering crews to repair traffic signals during emergency break-downs.

"I never realized I was affected so much by the job, and that I could actually control how I reacted," he said. "The class also taught me to depend more on my men -- that I alone don't always have to carry the load."

What else do Portland foremen worry about?

Huserik ticks off high expectations of self, frustration with ODOT bureaucracy, traffic, winter weather, manpower cutbacks, and the feeling of always having to be in control, regardless of circumstances.

"Foremen are extremely important to this division -- they meet the public daily, and often get a lot of guff," Huserik says. "They need to feel good about their jobs and themselves."

"Some of their comments really opened our eyes," he adds. "We've made some changes, and communications have opened up. Districts are having routine meetings, and not just when problems arise."



Floyd Stuk, Portland's electrical foreman.

I-82 design work continues, to start in 1982

Design work is continuing on I-82, Oregon's last scheduled new interstate segment, which will eventually complete a freeway link between the Pendleton and Seattle areas.

The Oregon section, just over 10 miles in length, will take off from I-80N at the Umatilla Ordnance Depot and head generally northwest to the Columbia River. Project cost is estimated at \$50.5 million.

A separate project to construct a new bridge across the Columbia is being designed by the State of Washington. Oregon will share in the cost of that project.

About 80 persons attended an I-82 design hearing held Aug. 16 in Umatilla. The testimony centered almost exclusively on a Highway Division proposal to eliminate the existing Westland Road access to I-80N. Engineers contend the Westland interchange will be too close to the proposed interchange with I-82 and would lead to unsafe weaving movements and complicate signing provisions.

Westland Road area businessmen contend customers will be forced to drive several miles out of their way if the freeway access is removed. That, they say, could hurt business.

Region 5 engineer Pat Schwartz said further study will be given to the Westland Road access problem.

The first construction contract for I-82 will be awarded in mid-1982, according to present plans. The project will take three years to complete.



Leonard Watkins and John Bishop of the Equipment Unit will be "bumping" along Oregon's entire highway system for the next two months.

Although they'll see a lot of scenery, they won't be on vacation -- they're driving the Highway Division's Bump Car, which records every slight bump in the 7,616-mile system. The rear axle of the 1976 Plymouth is hooked to a unit which records the amount of bumps or dips every other mile.

The data, collected every two years, is used in road condition studies by the Maintenance Branch.

"We haven't had a flat yet, and I've been doing this for 10 years," said Watkins. "But sometimes we have to get out and jog a bit to perk up."

Stronger, quick-setting Polymer turns heads of experts

After four years of ODOT research, a new overlay and patching material called polymer concrete is seriously attracting the attention of major chemical, engineering and construction companies, and federal highway officials.

The department recently hosted a three-day seminar attended by 57 experts from throughout the country. Bill Quinn, ODOT's polymer research coordinator, organized the event. His research has been sponsored by the Federal Highway Administration.

Polymer is a hard, resin (plastic) material, which acts as a bonder for well-graded, high-quality aggregate. Its major advantage is its quick curing time and high, early strength. Costing about \$350 a cubic yard, however, it is 30 percent more expensive than conventional Portland Cement.

PC is being considered for overlays and patching on urban area bridges, where traffic tie-ups due to closures during repairs are costly and potentially dangerous.

The conventional method requires one week to cure. PC requires about two hours.

"A lot of interest in producing PC and related equipment came out of the seminar," Quinn said. "We've used it on bridge deck overlays and some patching in Portland. Despite some problems, it's been successful."

PC needs one more complete overlay demonstration before the industry can really "take off," according to Quinn. Already, two national companies are modifying their equipment for PC use. Some highway crews in Portland have been trained and are using PC for Portland cement concrete with a 70 percent success rate.

(PC is not used on asphaltic concrete (AC) because its resin breaks down asphalt).

Because of its quick curing time, PC

application must be done within 35 to 40 minutes. An inhibitor, or curing retardant, is used to slow down the process. PC is also highly flammable.

The project that may give PC solid footing with the industry is a bridge overlay scheduled this month in Twin Falls, Idaho. Quinn, who has been working closely with ODOT chemist Doug Eakin in his research, is advising Idaho on the process.

"Idaho will use a special finishing machine (called a Bidwell) which we didn't have," he said. "We finished our PC work by hand. One job was so rough we had to use an AC leveling course over the PC. That made the polymer testing hard to judge."

Developing a good application and

finishing method will cut PC's cost in half. Oregon's projects, located in Jefferson and Prineville, were mixed, as well as laid, by hand.

"We've got the materials and methods, but we need better equipment in the field," Quinn said. "That's where industry can help."

Better research facilities at ODOT would also improve PC's development and eventual use, he added.

The seminar sparked enough interest to merit another one in Atlanta, Ga., next January. "You need a lot of time to develop a technology. We've had the asphalt science for years, but its problems haven't been solved, either. Polymer is in its infancy, but it's growing."



Bill Quinn finishes a sample overlay using polymer concrete during the seminar in Salem. At far left is ODOT Chemist Doug Eakin.



Maxine Dake Newell

Public Transit manager hired

Good things come in small packages. "My grandmother always told me that," says Maxine Dake Newell, a petite, 26-year-old former ombudsman who has been hired as Public Transit's new program operations manager.

"I'd like to think it applies to the public Transit Division," she says. "It's the smallest division, but it plays an increasingly important role."

Newell worked four years as deputy ombudsman for the Corrections Division of the Department of Human Resources before being selected from dozens of applicants for the transit job. She replaces Vickie Gates, who resigned last January.

"Her background gives her a variety of skills in handling personnel, administrative, financial and other problems," says Dennis Moore, transit division administrator. "She's handled some difficult administrative situations as an ombudsman."

She will be working with federal and local officials in developing and managing projects throughout Oregon. Newell was graduated from Lewis and Clark College with a bachelor's degree in sociology in 1975. She is working on her master's degree in public administration.

The division has also hired a clerical specialist, Beth Mulcahy, who starts Sept. 4. The additions bring the division's total to 11 employees.

No more 'for the asking' Land acquisition formalized

The following is part of a series describing the different sections and units of ODOT.

Buying and selling State Park land has become highly formalized since the days when Sam Boardman, the first park superintendent, acquired property in his own name for transfer to the state.

Ray Wilson, Park Division land supervisor, oversees a complex procedure shaped by tradition, legislation, the courts, tax policy, and the fact that land, even in the most remote areas, is no longer available "for the asking."

To make his point, Wilson describes an entangled land swap now being negotiated with the U.S. Forest Service. Parks is relinquishing 2,200 acres near Winchester Bay in Douglas County to the USFS National Dunes Recreation Area in exchange for additions to several parks.

They include Collier (in Klamath County), La Pine (Deschutes County), and Devil's Elbow and Carl Washburne State Parks in Lane County.

State Parks will also give up land to the Forest Service at Lava River Caves in Deschutes County, and at the Devil's Elbow and Washburne locations. As a capstone, the Highway Division gets USFS land along US97 near Chemult for a rest area.

Highway Division right of way agents carry out the transactions Wilson begins on behalf of Parks. He says that many years ago, an agent could find property in the morning and have the deal wrapped up by sunset. That's a far cry, he says, from the lengthy process (three to five years) mandated by existing procedures.

The process includes early notification of the county in which the sought-after land is located, notification of adjacent land owners, and scheduling meetings and hearings.

Wilson's job is made even more difficult by the reluctance of some areas to approve additions to the park system. Coastal county officials especially tend to resist moves to take more property off their tax rolls for park use.

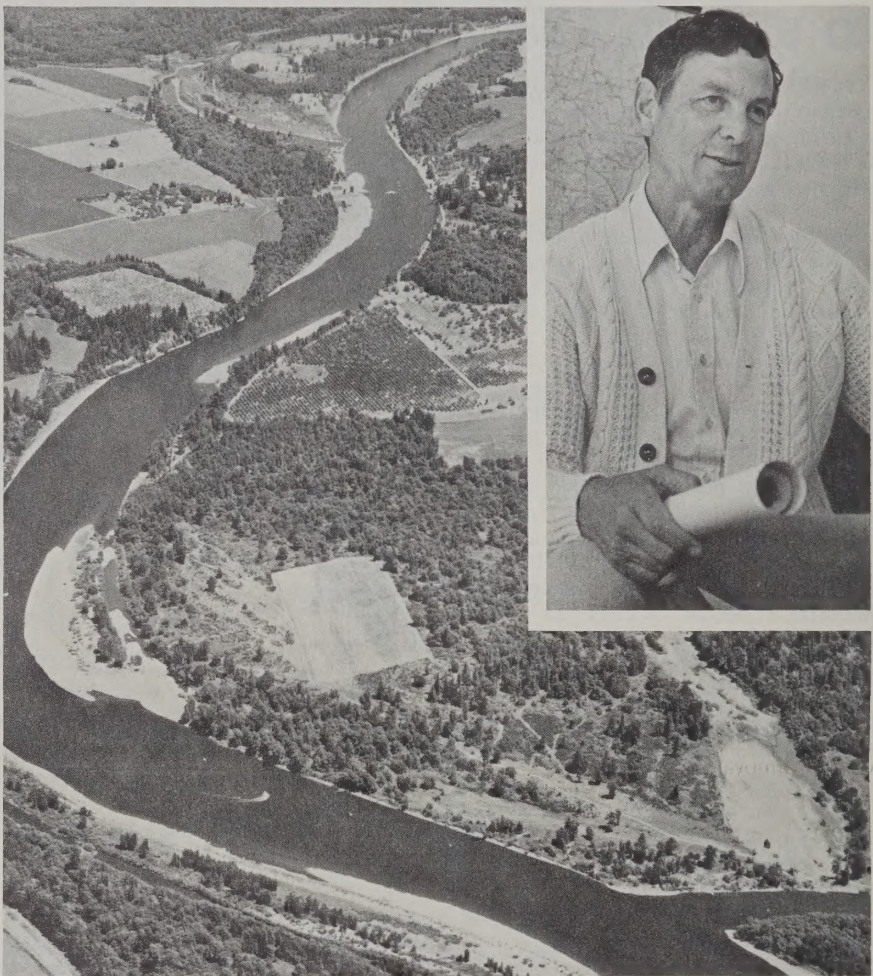
So-called "linear" recreation areas along rivers and abandoned rail lines are also hard to acquire. Wilson says that these long corridors affect many farms and backyards, so the potential for opposition is much greater than for a relatively compact park site.

The first "parks" acquired by the state were no more than wide spots along highways where motorists could relax and cool off over-heated engines. Until fairly recently, about half the land under Parks jurisdiction was donated.

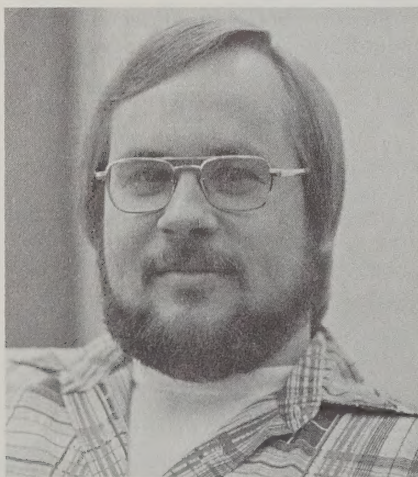
The system now totals 93,000 acres at 232 sites. Wilson says that the net gain just last year was almost 1,250 acres, so the system continues to grow.

The mandated notifications, meetings, hearings and formal agreements have dramatically altered the style of those responsible for managing park land. The contrast is apparent as Wilson tells about how it used to be:

"We didn't ask anyone. We just went out and did it."



Ray Wilson (inset), carries out land acquisitions on behalf of the Parks Division. The aerial view is of the new Willamette Mission State Park along the Willamette River near Salem.



Roger Olfert, ADMIN

The following employees received promotions recently.

CONGRATULATIONS!

Mary E. Anderson, PARKS, ranger 1, Umpqua Lighthouse, to ranger 2, Shore Acres State Park.

James R. Buettner, HWY, engineering technician 2 to highway engineer 1, Salem.

Ronnie R. Carper, PARKS, ranger 1, Salem to ranger 2, Armitage State Park.

William L. Clark, HWY, highway maintenance worker 2, Prineville, to highway maintenance supervisor 1, Warm Springs.

David R. Culver, HWY, HMW 2 to 3, Eugene.

Richard Dolph, ADMIN, systems analyst to systems specialist, Salem.

Moving up the ranks

Robert P. Doran, HWY, engineering technician 1 to 2, Salem.

Curtis H. Duval, HWY, HE 4, Roseburg, to HE 5, METRO.

William P. Faucett, HWY, HMW 2, Hermiston, to HMW 4, Pendleton.

Brent Guerrettaz, HWY, ET 1, Portland, to ET 2, Milwaukie.

Lawrence D. Hart, HWY, HE 1, Portland, to HE 2, Salem.

Chalmer A. Hiatt, HWY, HMW 3 to 4, Roseburg.

Kenneth L. Hubert, HWY, ET 2 to HE 1, Portland.

Thomas L. Jenkins, HWY, EA to ET 1, Salem.

Guy L. Johnson, HWY, ET 1 to 2, Salem.

John W. Jones, HWY, HMW 2 to 3, Chemult.

Eugene R. Lea, PARKS, ranger 1, Cape Blanco to ranger 2, Bullards Beach State Park.

David G. Lewallen, HWY, ET 1 to HE 1, METRO.

Merrill F. Matteson, HWY, HMW 2 to 3, Santiam Junction.

Merle G. Miller, PARKS, ranger 2 to manager 1, Imigrant Springs.

Brian W. Newby, HWY, HMW 2 to 3, Portland.

Terry L. Nichols, HWY, HMW 1, LaGrande, to HE 2, Grants Pass.

Roger L. Olfert, ADMIN, senior programmer to systems analyst.

Patricia L. Osborne, ADMIN, key punch operator 1 to 2, Salem.

Bobby L. Petersen, HWY, HMW 2, Spray, to HMW 3, LaGrande.

Paul L. Reddick, PARKS, park aide to ranger 1, Cove Palisades State Park.

Carolyn Rolfe, HWY, secretary to administrative assistant 1, Milwaukie.

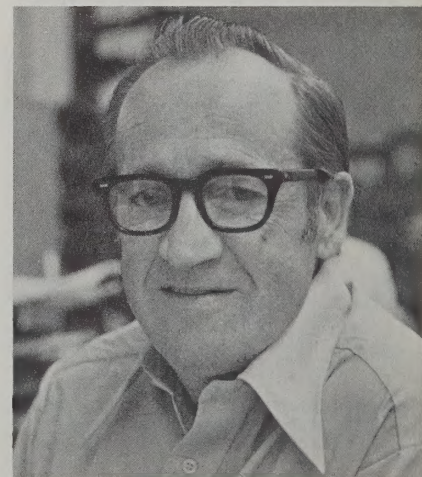
Arthur G. Sasse, HWY, HE 1 to 2, Beaverton.

Timothy C. Savage, HWY, HMW 2 to 3, Eugene.

Harold K. Thayer, HWY, ET 1, Portland, to ET 2, Salem.

Paul H. Tiffany, PARKS, ranger 1 to 2, Shore Acres State Park.

Charles L. Tucker, HWY, ET 1 to 2, Medford.



Robert Lockhart, DMV

DMV PROMOTIONS

Jay Bosse, office manager 2, Roseburg, to manager 3, E. Portland.

Mitzi Bray, clerical assistant, Salem, to motor vehicle representative 1, W. Eugene.

Marilyn Fredrickson, MVR 2, E. Portland, to MVR 3, Gladstone.

Peggy Green, clerical assistant to specialist, Salem.

Cheryl Hall, clerical assistant, Salem, to MVR 1, Gladstone.

Gary Larsen, storekeeper 3 to program executive 1, Salem.

Richard Leffler, MVR 3, Beaverton, to office manager 1, W. Portland.

Robert Lockhart, accounting clerk 2 to accountant 1, Salem.

Sam Stange, MVR 2 to 3, N. Portland.



Carolyn Rolfe, HWY

Why complain when the marigolds bloom?

Devere Cabe and John Teleck crouched near one of the dozen rows of arborvitae in their 10-acre nursery on a stockpile site near Albany.

The Highway Division landscapers' pride seemed as strong as the tall, healthy shrubs, as they examined the branches and talked about what it's like being one of the division's "low priorities."

Because of dwindling highway funds, cosmetic jobs such as grass mowing, weed control and litter pick-up were reduced last April. Crew sizes are smaller, and most of the money goes for highway repair or construction.

Revenue 8 percent ahead of forecasts

Revenue available to the Highway Division during the past biennium was ahead of forecasts by about eight percent, according to a report by ODOT's Finance Branch.

The difference (\$15,327,000) does not include federal funds or transfers to other agencies, particularly cities and counties.

Gas tax collections were ahead by almost two percent; weight-mile taxes, four percent; licenses and registration fees, eight percent.

Park user fees, however, were below forecasts by 7.5 percent (\$435,000), due to a decline in non-resident campers. These fees support much of the park maintenance and operation activities.

Ski area parking permit revenue topped projections by \$180,000, or 38.5 percent. This money is dedicated to snow removal in parking areas.

Revenue available for the Aeronautics Division was ahead of forecasts by 3.3 percent (\$51,000).

Gas tax collections during May and June 1979 have been behind forecasts by about five percent. Separate monthly reports on gas consumption are being prepared by the Finance Branch and the DMV Fuels Tax Branch, which collects fuel taxes for ODOT.

So, how's the morale on one of ODOT's largest "pansy" (landscape) crews?

Cabe, Albany's landscape foreman, considers his job a challenge. "We make it a game to do the most with what we've got," said the cheerful veteran maintenance employee. "Don't let me break my arm while patting myself of the back, but I'm really proud of what we do. I can't complain, because this job excites me more than others I've had during my 22 years in the department. It takes ingenuity. Besides, things are growing and blooming - just look at our marigolds."

Cabe and his assistant Teleck gave VIA a "cook's tour" of their greenhouse in Albany and nursery in Crabtree. They supervise landscaping for 1,600 miles of District 4 highways, the Santiam Rest Area, Albany railroad overpass and 10 highway interchanges, many of which are ablaze with brilliant marigolds.

Albany's landscaping operation is one of ODOT's largest. Most plants are started from cuttings, and include ivy and other ground covers, juniper, Portugese laurel, heather, dogwood, domestic Scotch Broom, Shore Pine and dozens of other species.

Saving thousands

"You pay at least \$5 for each arborvitae shrub at a commercial nursery," Cabe said. "We have 640 trees we've started from cuttings. That alone is saving thousands of dollars."

The tradition started with former landscape foreman Wanford Page. Ralph Amundsen carried it on until he retired in 1977, when Cabe took over.

I'd like to take the credit, but we're just reaping the harvest," Cabe said, "and plan to continue doing a lot more." The only plants they buy are special trees that need to be replaced because of disease or damage.

Cabe also credits the Comprehensive Youth Program (CYP), a summer training program, and CETA workers, for supplying the hands to weed, prune and plant.

"Because of our reduced crews, they've saved our lives," Cabe said. "The retired people from the Green



John Teleck, left, and Devere Cabe admire marigolds at Santiam Rest Area.

Thumb group also lend a hand. In fact, they often tell us what to do. Together we're all making hay while the sun shines."

Landscaping wasn't Cabe's speciality until he started the job two years ago. "I've learned a lot by trial and error, and have learned from many employees," he said, ticking off several names: Howard Johnson, Fred Lucht, Mike Stoval, Glen Roth, Terry Flink and Joe Hay.

Goal: low maintenance

"To save money and manpower, our goal is to plant lower-maintenance jobs," said Teleck, a former maintenance worker whose farming

background tailors him for the job.

Driving along I-5, the landscapers pointed to the long hedge of multiflora roses dividing north and south-bound lanes. "That's the best think that ever happened to highway landscaping," Cabe said. "It's beautiful, but rugged - you can't even drive a car through it, the hedge is so tangled and thick."

Cabe's enthusiasms dampened a bit when he pointed to tall grass near a stretch of the freeway. "There are flowers blooming behind that grass," he said. "After we plant those beds, you can't even see them. Well, we just do our best, that's all, and so does everybody else. It's just hard to swallow - you know, all that work."

MP lessens the 'we - they' feeling

Cont. from page one

bands come off just once."

It takes from two to four weeks to process a title through the regular method, depending on whether it's an "on" or an "off" year. ("On" is when most registration renewals come due).

MP Cycle - 5 days

As of mid-August, the regular cycle was about 22 days - and 1979 is considered an off year. So far, the MP cycle is about five days. "It's possible

that the cycle could be reduced to two days," Brenneman said. "The modular unit is close to that now, and it's still in the training phase."

Other members of the study team include Wayne Ivie, project leader (and Document Issue Branch Operations manager), Judy Thompson and Laurie Cade. The idea originated in 1977 when Ivie and Pat McLoughlin, a highway engineer, were on a DMV job rotation assignment.

The team began "picking the minds"

of other employees last fall, studied California's use of MP, and tailored a program for Oregon.

Converting the Document Issue Branch to MP would be a major reorganization, Ivie said. If the pilot proves successful, more MP units will be formed.

The pilot is supervised by Scott Turner, executive assistant to DMV Administrator Skip Grover. About 70 employees volunteered for the 18 positions.

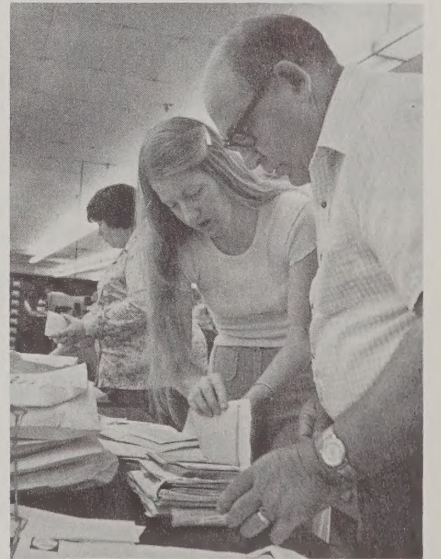
According to Lorraine Hesketh, one of two team supervisors and a 10-year employee, MP is working. "Customers have been really impressed when they get titles sooner than expected," she said. "Problems with our field offices are handled more personally, and there's less red tape."

MP employees visited the offices they work with, said Turner. "We're also bringing in office managers, so they know the system and Salem's personnel."

Espirit de Corps

The one-to-one contact lessens the "we-they" feeling of separation within the DMV, according to Turner. "Salem and field offices work more closely."

The study team strongly echoes Turner's observations. "This is an intangible benefit we're seeing more and more - an *esprit de corps*," said Brenneman. "Eliminating the interdependency among several units



Louise McMahon works with Lincoln City Field Manager Jim Hammer.

brings job responsibility right to the individual - one person does it all, and there's pride in that."

"Before, employees could absolve themselves of responsibility," added Judy Thompson. "The 'it's not my fault' attitude just doesn't work in MP."

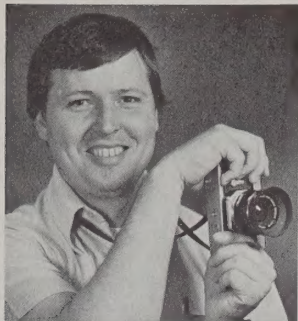
How are the attitudes of other employees?

Not everyone has welcomed it. Some are skeptical, as if it's just another new fad, said Brenneman. "We're talking about tearing a branch apart and putting it back a new way. A lot of working relationships will be affected."

With a smile, Ivie added, "Acceptance takes time, but I think this one is catching on."



Scott Turner, standing, talks with members of modular processing team.



Jerry Robertson is VIA's inquiring photographer. He selects his own subjects. VIA's editors frame the question of the month. Answers are edited only for length.

CANDID COMMENTS

Is ODOT meeting your training and educational needs? If not, what should be done?



DELIA YOUNG, HWY
Administrative assistant, Salem

The department could make it easier to take courses during working hours. Also, because each job is somewhat unique, it would be nice to have a training officer help you review your job and suggest what courses you should take.



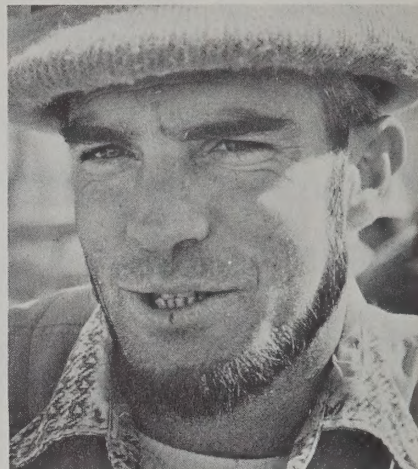
RANDY CLARK, DMV
MVR 2, Medford

There should be a more intensive training program for new employees, and refresher courses for everyone. The half-hour weekly meeting we have, however, is great. It brings us up to date on changes, problems and new regulations.



CAROL LAIZURE, HWY
HMW 2, Salem

The division has educational opportunities available, but the employee has to search them out and let his foreman know that he or she wants training. I like the tuition reimbursement program, but I'd like to see easier access to classes and training information, and a regular posting of classes.



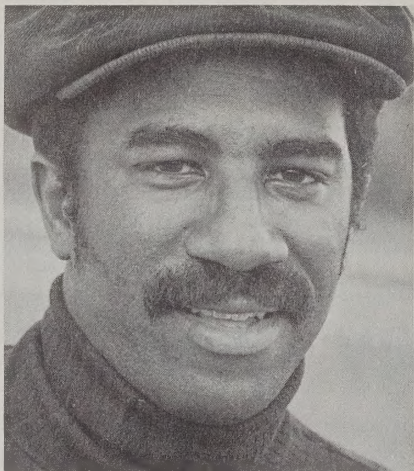
DAN GULLETT, HWY
HMS 1, Prineville

No. We're always getting new equipment, and even though we may use some of it only two weeks each year, we could use more training, particularly on specialized equipment.



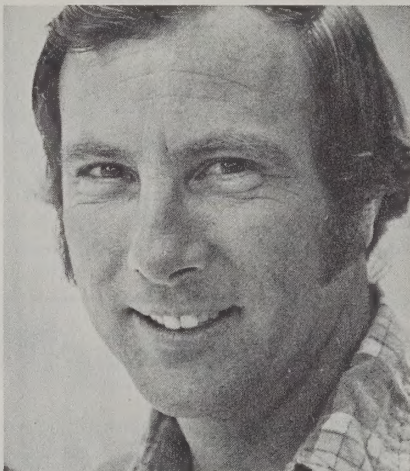
TOM BRYANT, PARKS
Manager 2, Cape Blanco

Yes. Training in Parks has really improved during the past two years, with our own CPR, and better management courses. I'm looking forward to even more opportunities in the future.



CHARLES PARKER, HWY
Weighmaster 1, Milwaukie

The department is doing a good job, but there's always room for improvement. I'd like to see more in-depth training for weighmasters on new job responsibilities, such as power of arrest and PUC responsibilities.



MURRAY COLWELL, HWY
HE 1, The Dalles

No. More should be done in the field, especially in highway and bridge construction. We have little knowledge of what's being offered. Communication could be better.

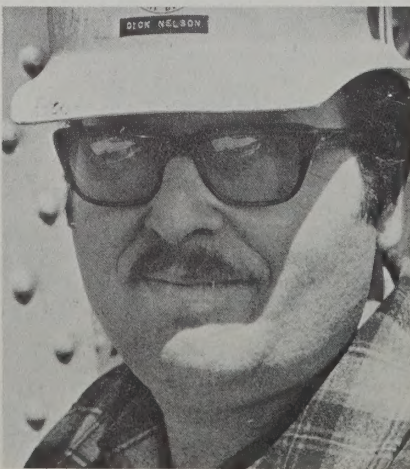


LINDA AMICK, ADMIN
Clerical specialist, Salem

I've attended several very worthwhile workshops. Holding them at Salem's new Training Center has made training especially convenient. Sometimes the rank and file employees don't hear about classes until it's too late, however. Notices should be sent out to more people.

DIANE REYNOLDS, PUBLIC TRANSIT
Secretary, Salem

I can only speak for the Public Transit Division. This office has been most generous in allowing its staff to take advantage of any job-related education.



DICK NELSON, JR., HWY
HMS 2, Portland

There's a great need for more training, especially for new employees. New techniques and equipment are always being introduced, and I'd like everyone on my crew to know how to operate all the equipment we have.



Hunter wins design award

Ed Hunter won an award last month for years of services on the AASHTO Subcommittee on Design, which helps set national standards for transportation facilities.

The AASHTO (American Association of State Highway and Transportation Officials) Region 4 Award came as a surprise to the assistant state highway engineer during the Subcommittee's annual meeting in Reno, Nev.

Hunter, 51, has served on AASHTO committees since 1963, where he helped form design standards for road construction and maintenance, bike paths, public transportation vehicles, signs, signals and numerous other facilities. Standards are used by states, cities, counties, and as college texts.

"Ed presented many papers, served on several task forces and brought tremendous enthusiasm to AASHTO," said Hal Versteeg, head of ODOT's Engineering Section, who also attended the annual meeting.

Hunter started 31 years ago as a rear chainman for the department, and followed the traditional climb through highway chairs to his current position as assistant state highway engineer for Technical Services.

"My wife and daughter were with me in Reno, and did a good job in keeping it a secret," Hunter said. "But I figured something was happening when they gave them corsages and asked me to sit at the head table."

Getting ready Transit systems built without 'much fanfare'

Cont. from page one.

"Right now, every transit system in Oregon is experiencing dramatic gains in ridership," says Moore. "It's an extremely dynamic and exciting situation, but we don't know whether it will be sustained."

Moore observes that peak ridership and interest in transit dropped when gas again became easily available in late 1974. He's not sure if the drop will be so pronounced this time.

"I think a lot of people are beginning to understand that these crises are a long-term thing and that their basic transportation patterns need to change," he says.

With gas at \$1 a gallon and predicted to go even higher in the next few months, Moore thinks that even easy availability won't permit a return to the business-as-usual pattern evident in the wake of the 1973-74 crisis.

The new and used buses the division helped purchase have filled the void temporarily. Many of the transit systems have reached, or even exceeded, their expanded capacity this summer. Because it takes one-and-a-half to two years to fill orders for buses, Moore believes now is time to gird for the next shock.

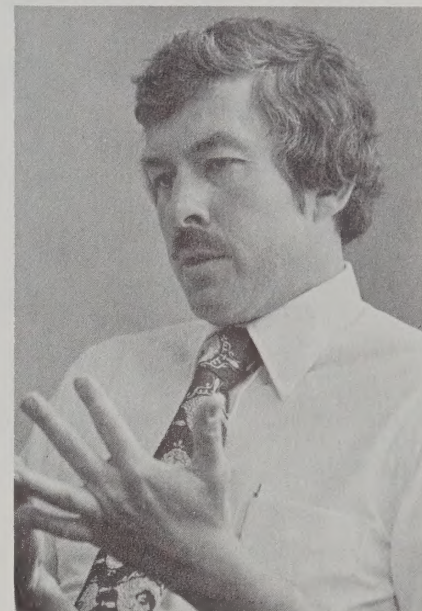
He says, "There's a term for the way my shop has been operating and will continue to operate in the foreseeable future. That term is 'incrementalism,' and it suggests that we're building the needed systems slowly and without much fanfare."

As if to confirm the growing importance of transit within the department, Moore and his 11-person staff have just completed a move from the third to the first floor in the

Transportation Building. Highway and transit headquarters now flank Director Fred Klaboe's office.

Moore offers a phrase to encompass the determined 'incrementalism,' the dedication of his staff and those of transit operations throughout the state, and the growing reliance of the general public on the services coordinated by the Public Transit Division:

"We'll be there when you need us," he says.



Dennis Moore:

"We'll be there
when you need us."

We'll always remember ...

Chester "Chet" Keirse, Jr., a long-time personnel officer for the Highway Division, died at his home in Salem on Aug. 8. He was 60.

He began work for the division as a timekeeper on a paving crew in March 1947 and was promoted to several clerical and administrative positions in

the Maintenance Branch. He came to the Salem headquarters in 1959.

When maintenance personnel functions were transferred to the Personnel Division in 1962, Keirse was also transferred, and became a personnel assistant in 1963.

He is credited with developing much of the maintenance personnel series, the largest in the Highway Division. He became a personnel officer in 1966.

Keirse, born in 1919 in Sheridan, Colo., moved to Oregon in 1936. He served in the Army during World War II in the South Pacific.

Survivors include his wife, Olive; daughters, Ruth Yee, Salem, and Margo Vernon, Gata, Italy; brothers Roy, Portland, Louis, Stayton; sister, Joy Schotthoefer, Stayton, and three grandchildren.

George Jensen, former assistant chief weighmaster, died Aug. 4 in a nursing home in Goldendale, Wa., after a lengthy illness. He was 61.

Jensen started work for the Highway Division in 1947. He left in 1960 to return to his ranching business in Rufus. He was a judge in Sherman County from 1973 to 1976, when he retired because of ill health.

He is survived by his wife Scotty; son Dan of Rufus; a daughter Sharon and two grandchildren in California.

Roger Sutherland, former maintenance foreman in Sandy, died Aug. 19 of a heart attack while visiting his brother in Spokane, Wn. He was 64.

Sutherland retired in 1977 after 26 years of service. He was a maintenance supervisor 2.

Safety analysis offered crews

A new safety program, "Job Safety Analysis," will be offered to Highway Division crews this winter.

The Safety and Health Section, under Ray Stose, has purchased slide-tape presentations from Creative Media in Portland for each region. JSA will be a major effort in correcting safety hazards, according to Stose.

Specific jobs, such as pothole patching and weed spraying, will be broken down into steps and analyzed for hazards during the programs.

SAIF awards:

Four park crews earned awards for accumulating man-hours without time-loss injuries:

Shore Acres State Park Crew 430-06, supervisor Max Ruff, 169,321 hours.

Jessie M. Honeyman State Park Crew 430-04, supervisor Joseph Davis, 160,407 hours.

Beverly Beach State Park Crew 420-02, supervisor Roger Holstein, 108,739 hours.

Car use down, transit up

Virtually everything related to car use, except the price of gas, has trended downward this summer. But use of transit of all kinds is definitely up.

Greyhound ridership nationally showed a 30 percent increase over last year. In Oregon, district manager Jim Klinger says Greyhound put additional sections on a number of scheduled runs. On busy days, says Klinger, up to 20 more buses are on the road as compared with last summer. Greyhound reports that it has not been able to satisfy all request for charters.

At Pacific Trailways, general manager Vince Bruno notes about a 10 percent ridership increase, mostly on the high-volume intercity runs. Bruno has observed more youngsters among the passengers, an indication that parents are increasingly shipping their children to camp and to visit relatives by bus rather than the family car.

Ridership on northwest AMTRAK routes soared in June, outpacing last year by more than 30 percent. Highest gain was recorded on the recently reprieved Seattle/Portland/Salt Lake City Pioneer, which reported a 42 percent increase over June of 1978.

The larger Oregon urban transit systems all report near-capacity ridership during peak hours. Tri-Met averaged 134,100 passengers per weekday in July, up 16 percent over last year. Lane Transit District reports a 22 percent jump this June over June of 1978, and the Salem Cherriots are up 15 percent.

Jalaine Madura in ODOT's Public Transit Division has compiled ridership statistics for 11 smaller city bus systems throughout Oregon. The combined counts reveal a dramatic 46 percent jump in ridership for the second quarter of 1979 as compared with the second quarter of 1978.

HEs earn registration

Six employees were recently granted registration as professional engineers by the Oregon Board of Engineering Examiners.

They are:

Michael J. Anhorn, highway engineer 3 in the District 8 office in Medford;

Willard W. Bradshaw, HE 2 in the Traffic Section, Salem;

Richard McSwain, HE 2 in the Right

of Way Section, Salem;

Robert A. Edgar, HE 2 in the Bridge Section, Salem;

Anthony J. George, Jr., HE 4 in the Environmental Section, Salem;

Merle E. Hill, HE 1 on a Portland construction crew.

John Keith Read, HE 2 on a construction crew in Salem, recently received registration as a land surveyor.

On the job with Newell Wilder

By George Bell

The new hires in ODOT "are here for more than just a job," according to Newell Wilder, senior personnel technician.

With a 19-year perspective on recruiting, interviewing and hiring, Wilder feels that "changes in society are reflected in the attitudes of job applicants."

"The new people we hire seem to feel they're here to help serve the citizens of Oregon," Wilder says. "They seem interested in making the bureaucracy more responsive."

Their professional skills are sharper, too, he thinks. "The technical people are better trained, now, because they come to us with a higher level of knowledge," he says.

"The engineers are better trained, too, and we're hiring a greater variety of college graduates than ever before," Wilder says. "When I first joined the Highway Department, for example," he says, "there was no data processing or environmental section."

Take his word for it. Wilder has seen them come and go during his nearly two decades with highways and transportation, and he has personally been involved with thousands of prospective employees during that time.

Competition for a job in ODOT is tough right now. "We opened up some engineering aide positions recently, and

**"We're hiring
a greater variety
of college graduates."**

we had 500 to 600 applicants before we shut it off," he says, "and this spring, when we advertised three right of way trainee positions, we had 75 people apply."

Wilder himself remembers vividly how it was, looking for the right career job, before he joined the Highway Department in 1960.

Wilder was raised in a small farming community in Montana, where his father was the town doctor. In high school, he lettered on the track team, and played the trumpet in the band and orchestra. In 1939, after he graduated, he took a jaunt out to McCord Air Force Base in Tacoma, Wash., to try to enlist.

Uncle Sam didn't want him then, so he "bummed around" Seattle and Portland for a couple of weeks, and the mountains and the water he saw left a

lasting impression on him.

Undergraduate work at two Montana colleges was interrupted by the outbreak of World War II, and this time Uncle Sam did want him. Wilder was shipped off to Harvard University where he completed a master's degree in business administration in 1943. Shortly thereafter, he went to officer's candidate school and was commissioned a second lieutenant.

He became a procurement officer for the Transportation Corps, and was stationed in Cincinnati, Ohio, where he fell in love with one of the secretaries in the office, a pretty young woman named Eva. When he was transferred to the Pentagon in May 1946, she followed him a month later and they were married. The next month, he was discharged from the Army as a captain.

Meanwhile, his parents had retired and moved to Grants Pass. Wilder and his new bride visited them, and—impressed once again with the scenery and the climate—"decided to stay" in Oregon. It was the place to settle down, begin the career and start a family.

The career part proved troublesome. Wilder put in five years with the State Industrial Accident Commission, followed by a disheartening series of private enterprise jobs—retail sales and pumping gas for a Salem oil company, a stint of selling life insurance ("I was a bust at that"), and even a shot at selling tires, of all things.

Finally, in 1959, he landed a job as examiner for the State Civil Service Commission, and a year later transferred to the personnel office of the Highway Department. Bingo! That was it.

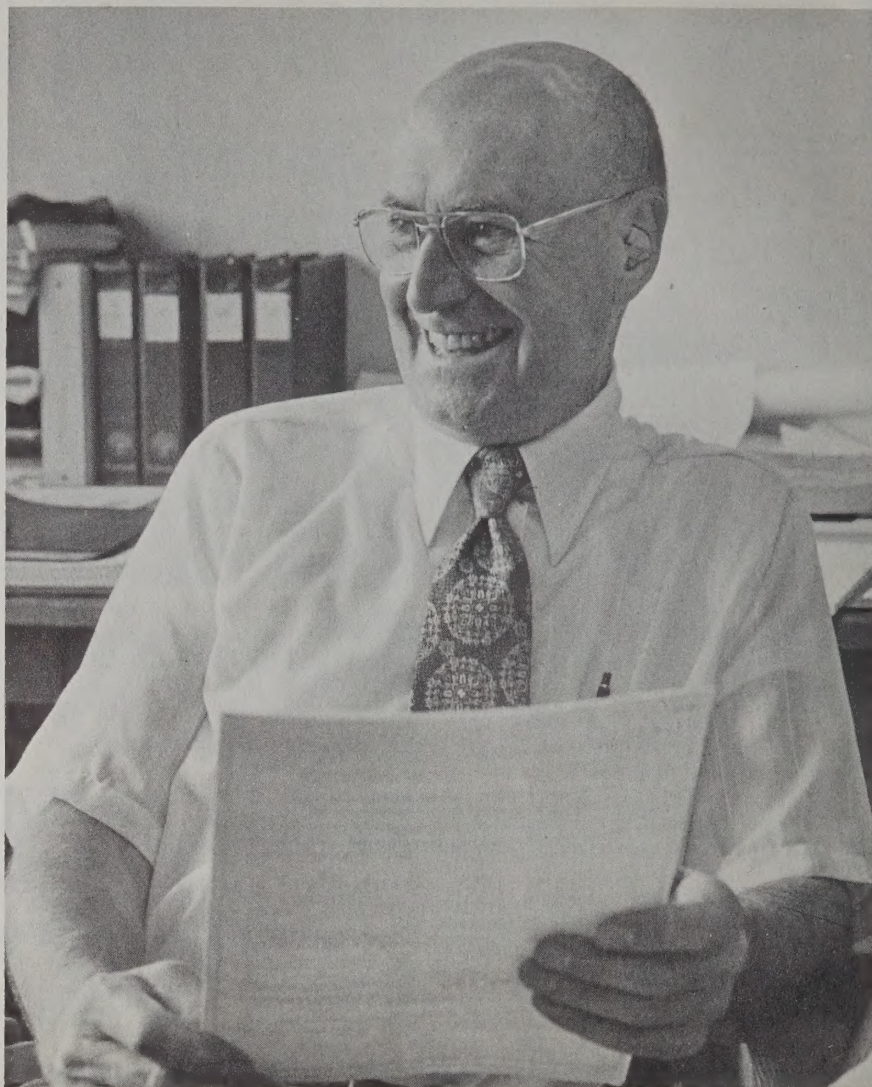
"This is where I want to be," Wilder said at the time. He liked the work and the people he was working with.

"The department had the reputation of being one of the best agencies in state government," Wilder recalls. "The employees were interested in getting something done, instead of just pushing paper around."

The massive interstate construction effort was well underway at the time, and the personnel office was busy with "a lot of interviewing and hiring." Wilder plunged into the work, giving tests, recruiting engineering techs., visiting campuses, and processing applications.

And that's more or less what he's been doing ever since. Currently, his special areas within personnel are concerned with hirings and promotions in administration, right of way, fiscal management, info reps, Parks and weighmasters.

Wilder is a bureaucrat. And it doesn't



Wilder: The man with a quick grin and hundreds of friends.

appear to bother him to say so. But he is troubled by the public's negative feeling about government workers.

"I don't like the public's attitude," Wilder says. "It isn't justified. By and large, the majority of state employees are hard workers and earn their money. There aren't any more loafers and deadbeats in state service than there are in private enterprise."

Wilder feels that morale in the department is "better now" with an engineer who came up through the ranks serving as director. "The department now works more as a whole," he says, "it's more cohesive."

While he can look back over 19 years in his job, he only looks ahead to one year and four months, when he will retire, just three months short of his 65th birthday.

And then? Easy. He'll settle in on the Rocking W Ranch, his 30 acres on Silver

Creek, six miles south of Silverton. "I call it the Rocking W because that's where I'm going to spend my rocking chair days," he says.

Don't mistake it for a farm. Wilder says it's "too steep, too rocky, there's too much brush, and too many trees."

He runs a few head of cattle ("which disappear into the trees for days at a time") and one donkey. Mother Nature has also stocked the place with "coyotes, quail, deer and crows...all kinds of wildlife."

The MBA from Harvard, the Army captain, the salesman, the personnel officer, the man with the quick grin and hundreds of friends—looks forward to the quiet life he will lead on his piece of Oregon ground.

"There's a place on the ranch, down in the trees, where I can't see another living soul," he says. "I love the solitude."

Retirees let us know what's happening

Arid climate welcomed

Robert W. Tudor, 400 S. Granite, Deming, N.M., 88030. Retired 1977.

The Tudors, formerly of La Pine, love the arid climate in Southern New Mexico. They live 30 miles from the Mexico border.

After retiring, their motor home has taken them to Washington, D.C., Disney World, Sea World, the Grand Ole Opry and the Kennedy Space Center.

Last year they went to Germany, took a guided bus tour through Italy, Florence and Rome, then sailed to the Isle of Capri.

They recently returned from Oregon, where they visited relatives in Corvallis and Eugene.

"We'd like to do a lot more traveling, but the lack of gas, and the cost, will slow us down," Bob writes. "We've thoroughly enjoyed retirement, and happy retirement to all."

Only trouble: old age

George Smith, 3100 SE Turner Rd., Salem, 97302. Retired 1957.

George and his wife celebrated their 70th wedding anniversary on Aug. 4. "We are thankful for being in good health," George writes. "Our only trouble is old age."

They're living in a mobile home in Paradise Island in Salem. They recently visited relatives in Missouri with their son and his wife, and traveled to the coast during earlier retirement years.

Wells escapes RV fever

John H. Wells, P.O. Box 543 Waldport, 97394. Retired 1969.

Unlike many other retirees, John and his wife were never "bitten by the RV bug," although they've taken several long trips and will visit their son in Houston, Texas, in December.

John is very active in local

government bodies, including the Waldport City Council, the local council of governments and hospital board of directors. He is secretary of the local Masonic lodge.

They own three fully-landscaped lots. "My wife raises main crop dahlias

(more than 200 varieties), and I have a vegetable garden and lots of lawn to maintain," he writes. John also enjoys photography and fishing.

"I enjoy VIA, although it is sometimes disturbing to read of the deaths of people I worked with."

Via

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